

TRANSITION UPDATE

Hall County Department Of Corrections

September ,2006

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GROUNDBREAKING CEREMONY

After one postponement due to rain, the groundbreaking ceremony was held Monday August 14, 2006. We would like to repeat our thanks to the Corrections Officers that volunteered at the Ceremonies in their off time: Officers Pilo Casarez, Jocelyn Smelker, Grady Stromer, Justin Richardson and Stephanie Glover. We would also like to thank all of those Officers that volunteered their time, but were unable to attend due to work.

The Banner from the Ceremony is over in the Administrative Office if any of you get the chance to go over there. It is hanging on the wall above Sgts.

Castleberry's and Wood's desks.

We hope that everyone enjoyed the cake that was in the break room for the Ground-breaking ceremonies. It looked pretty yummy.

Chief Construction has been very busy out at the site. Most of the trees are gone from the front of the lot and they are busy moving earth around out there. They are scheduled to be finished with construction at the end of December 2007. We hope to begin housing inmates in February, 2008. I know that sounds like a long time away, but the Transition Team met with Trainers from the National Institute of Corrections and



they assured us that we will be VERY busy between now and then.

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WHAT IS THE TRANSITION TEAM??

At the present time the Transition Team is made up of Sgt David Ziola, C/O Melissa Wysocki and C/O Rinda Ueckert.

The Team will be writing scenarios for the new facility. From those we will develop

new policy and procedures and post orders. Over the next seventeen months we will be calling for your help at various times. If you have any questions you can contact us by sending email or calling us at extensions 192 and 193. We

will try to answer your questions as time permits. We will try to get this newsletter out on a regular basis so let us know if you have something you want included.

IPC WHAT?

IPC what? Is that a deer like animal from the Arabian peninsula?? No that's an oryx.

IPC stands for Interpersonal Communication. In this section we will begin to discuss the elements of Interpersonal Communication.

The first component of IPC is the Basics: Sizing up the Situation. These are the practical skills that anyone can use in any situation dealing with another person.

The second component is the Add-Ons: Communicating with Inmates. These skills will provide you with the ability to get another person to tell you more about what he knows or thinks. You'll find the add-on communicating skills invaluable whenever you need to get more information about a situation or address an inmate's concerns.

The third component is the Applications: Managing Behavior. The application skills combine the basic and the add-on skills and are aimed at managing and controlling inmate behavior. These skills

are important in helping you maintain control and manage inmates well.

These will all be important skills to use in a Direct Supervision Pod.



THE BASICS—SIZING UP THE SITUATION

The Basics are sizing up skills that help you know what's happening in any situation. Sizing up helps you avoid costly mistakes and maximizes the chances that your decisions and actions will be effective and accurate. Sizing up works because it gets you ready to take and use information to manage and often prevent problems. Using the Basics is always appropriate because you always need to size up whatever situation you're in, whether at work or away.

The four basic sizing skills are positioning, posturing, observing and listening. Each new skill builds on the previous one. The skilled Officer always sizes things up on their shift, whether they are working Booking, Control A or the floor.

Over the next seventeen weeks we will be covering more about these skills.

Positioning
Posturing
Observing
Listening..

INTERESTING FACTS

Shortly, if it isn't already in there we are looking at placing our job application on the Corrections site of the Hall County Web site. If you know of someone interested in working here, applications can still be picked up at the Administrative Offices, but keep checking the Web site.



It has been suggested that we consider offering the public chances to "spend the night in jail" after construction is finished and before we begin housing inmates. We may also have a night when your family members might be able to help us train by spending the night in jail.....

Beginning now the Transition Team will accept nominations for Officer of the Month. The first Officer will be named on October 6, 2006. Nominations can come from any Hall County Corrections employee and must be emailed by 09/30/06. Just send a quick explanation of why you are nominating this Officer to a Transition Team member by email and we will make the announcement on Friday October 6th.

DIRECT SUPERVISION

Direct supervision is more than a building design. It is a conscious management philosophy which leads to a specific plan for the supervision of inmates.

An Inmate first becomes aware of the direct supervision model when entering the booking area. The inmate is presented with a choice: act rationally and normalized conditions will prevail. Act irrationally and a traditional jail environment will be provided. This model and expectation is replicated throughout the facility. A series of

incentives to behave and disincentives for disruptive behavior are provided for the inmate during the entire stay in the facility.

A critical element of the direct supervision philosophy is that we will provide the inmate with a new role in the jail setting: "Normal" adult. Planning and operations for a direct supervision facility is on the assumption that most inmates (90-95%) given the appropriate situation, can behave relatively normally.

We will create a total environment that

will support that expectation. We will create lots of incentives and rewards for good behavior where it is overwhelmingly in the inmates best interest to behave. They will have too much to lose.



The Direct Supervision Officer plays a leadership role and is in charge of the unit.

WELCOME NEWS !!!!!

Beginning on September 18, 2006 we will be welcoming to our ranks four new Correction Officers. Joining us will be Mark Schlick, Angela Rodriguez, Brian Jelinek and Elizabeth Flores.

Sergeants David Ziola and Chuck Wegner will begin

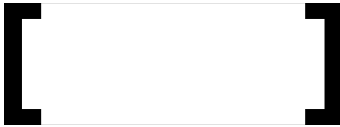
their orientation on the week of the 18th so when you see them walking through say hello and welcome to our facility.



On September 3, 2006 at 0245 our inmate population hit 155 inmates. The new personnel will be a welcome addition



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On November 15, 2005 the voters of Hall County voted in favor of a bond issue to build a new County Corrections Facility. After the excitement of having a new building began to sink in we also began to realize that there would be numerous changes coming. Through this newsletter we will try to keep you informed on topics of interest. Direct Supervision is a radical change, but a change for the better.

We will accept contributions to the newsletter or include topics of interest. You can contact the Transition Team at extension 192 or 193.